



Training Educators to Eliminate Stigma and Discrimination in High Schools

April 20, 2004

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This teleconference is sponsored by the Resource Center to Address Discrimination and Stigma (ADS Center).

The ADS Center is a program of the U.S. Department of Health and Human Services (DHHS), Substance Abuse and Mental Health Services Administration (SAMHSA), Center for Mental Health Services (CMHS).

The ADS Center helps people design, implement and operate programs that reduce discrimination and stigma associated with mental illnesses.

The views, opinions, and content of these presentations are those of the presenters and do not necessarily reflect the views, opinions or policies of DHHS, SAMHSA or CMHS.

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ADS Center
1211 Chestnut Street
11th Floor
Philadelphia, PA 19107
1-800-540-0320
info@adscenter.org
www.adscenter.org

(Moderator for this call is Shannon Flanagan.)





Speakers

- Kelly Jones, Youth Coordinator, and Mia Douglas, Leadership Team, Powerful Youth Friends United
- Steve Adelsheim, M.D., Director, New Mexico School Mental Health Initiative



Powerful Youth Friends United

- Statewide group run by youth for youth with serious mental, emotional and/or behavioral disabilities.
- Group's mission is to assist, support, advocate for, and develop youth leaders to speak out on issues related to mental health concerns; reduce the stigma of mental illness; and link youth with other youth.
- It is the Youth Initiative under North Carolina Families United, a part of the Exceptional Assistance Center.

Powerful Youth: Beginnings

- Began in July 2002
- Outreach of parents who were advocates and members of North Carolina Families United
- Leadership team of four people
- Open to youth and their siblings ages 13-21 with mental health concerns

Powerful Youth: Youth Impressions

“Many times teachers treat me differently as soon as they find out that I have a mental illness. I am still a kid, and a human being ... and want to be treated that way.”

“All youth and adults are alike, no matter what they look like on the outside ... we are all the same on the inside.”

“I hated things like “riding the short bus.”

Powerful Youth: Group Activities

Formalized Group

- Recruited 25 youth members statewide
- Developed a Leadership Team
- Identified and hired a Youth Coordinator
- Developed collateral (brochure, business cards)
- Drafted Operating Procedures
- Began in July 2002

Youth Leadership Development

- Two youth leadership retreats attended by youth
- Two Leadership Team meetings for organizational development
- Federation of Families Conference Policy Day

Powerful Youth: Group Activities (cont.)

Public Policy

- Met w/ NC Director of Mental Health Services
- Met w/ NC Secretary of Health and Human Services
- Met w/ NC Chief Consumer Advocate
- Provided feedback on NC Mental Health Plan
- Met w/ national elected officials Senators Dole and Edwards and Rep. Watt

Powerful Youth: Group Activities (cont.)

Presentations/Education

- Presentation at Steppin' Up and Steppin' Out System of Care conference
- Keynote speakers at Mecklenburg System of Care Conference
- Contributed to a national article on *Statewide Mental Health Youth Groups*
- Presented at Statewide Family Networks Technical Assistance Center Annual Meeting
- Contributed to nat'l Youth Program Manual
- Participated at EBI Panel Presentation
- Presented at nat'l Statewide Family Network TA conference
- Published three newsletters

Powerful Youth: Group Activities (cont.)

Funding

- Received federal funding as part of NC Families United grant from SAMHSA
- Granted funds from state of NC
- Received a \$50,000 grant from State to implement a consumer-led project with three Powerful Youth Friends United youth groups

Powerful Youth: Success

Youth who wouldn't speak up before are now speaking out

- **Growth of Individual Group Members** (reintegration into classroom)
- **Peer support**
- **Requests for Information**
- **Possible replication of program in other counties**
- **Presentations (12 youth directly involved)**
- **Three youth met with elected officials**

New Mexico School Mental Health Initiative: Makeup of State

- NM children face high rates of poverty, substance abuse, suicide and school dropout
- While 35% of New Mexico's children live in rural counties, 12% live in counties designated as “frontier.”
- NM has one of the highest rates of teen suicide nationally. (In 2001 NM Youth Risk Behavior Survey, 30% of students felt so sad or hopeless almost every day for two weeks or more in a row that they stopped doing some usual activities.)
- 13.7% of NM Mexico high school kids surveyed said they had tried to kill themselves in the past year.

New Mexico School Mental Health Initiative: Programs

Statewide effort began in 1995, creating the following programs:

- **School Behavioral Health Training Institute (SBHT)**
- Youth Mental Health Awareness Initiative – “Childhood Revealed”
- Dropout Prevention Project
- School Behavioral Health Screening Program
- School-Based Mental Health Center Program Development
- SBHT Mental Health Exemplary Pilot Sites

SBHT: Background

- Result of UCLA study to assess barriers to learning
- Train-the-Trainers model of adult education
- Trains teachers, counselors, nurses, social workers, and administrators
- 100 people, on average, trained each year
- Potential impact to reach 33% of total student population in state
- 348 leaders trained who provided training to 3300 individuals
- Year 1 of program 32 school districts reached; Year 4 of program 157 school districts reached, 1426 staff trained.
- Program now in fourth year

SBHT: Focus on ...

- Poverty as barrier to learning
- MH issues in classroom: signs and symptoms
- Cultural sensitivity
- Suicide prevention and intervention
- Effects of stress on learning
- Art therapy
- Empowering
- Staff wellness

(21 topics total)

SBHT: Structure of Training

- Two-day workshop on principles of effective adult education, group dynamics, communication skills, dealing with difficult workshop members, and how to market a workshop.
- Four subsequent training dates offer content training on specific mental health issues (i.e. Poverty as a Barrier to Learning)
- Participants come in teams of 6–8 per district (2 per school building) and return to their respective schools to offer workshops dealing with mental/behavioral health issues.

SBHT: Training Materials

Table of Contents

Theory

- I. Benefits of Workshop Participation
- II. Introduction to Group Development
- III. Workshop Development Stages
- IV. Leadership Styles

Fundamentals

- V. Workshop Leader Ethics
- VI. Workshop Basics
 - Recruitment
 - Ground Rules for Success
- VII. Member Integration
- VIII. Dealing with Difficult Members
- IX. Co-Leading Workshops
- X. Marketing Your Workshop
- XI. Consultation

Tools for Successful Workshops

- XII. Conducting Skill Development Workshops
 - Describe, Demonstrate, Practice, Discuss
 - Practice Coaching Methods
 - Timing
 - Sample Skill Development Workshop
- XIII. Conducting Discussion Groups
 - It, I, We

Appendix: Checklists and Forms

SBHT: Goals of Training

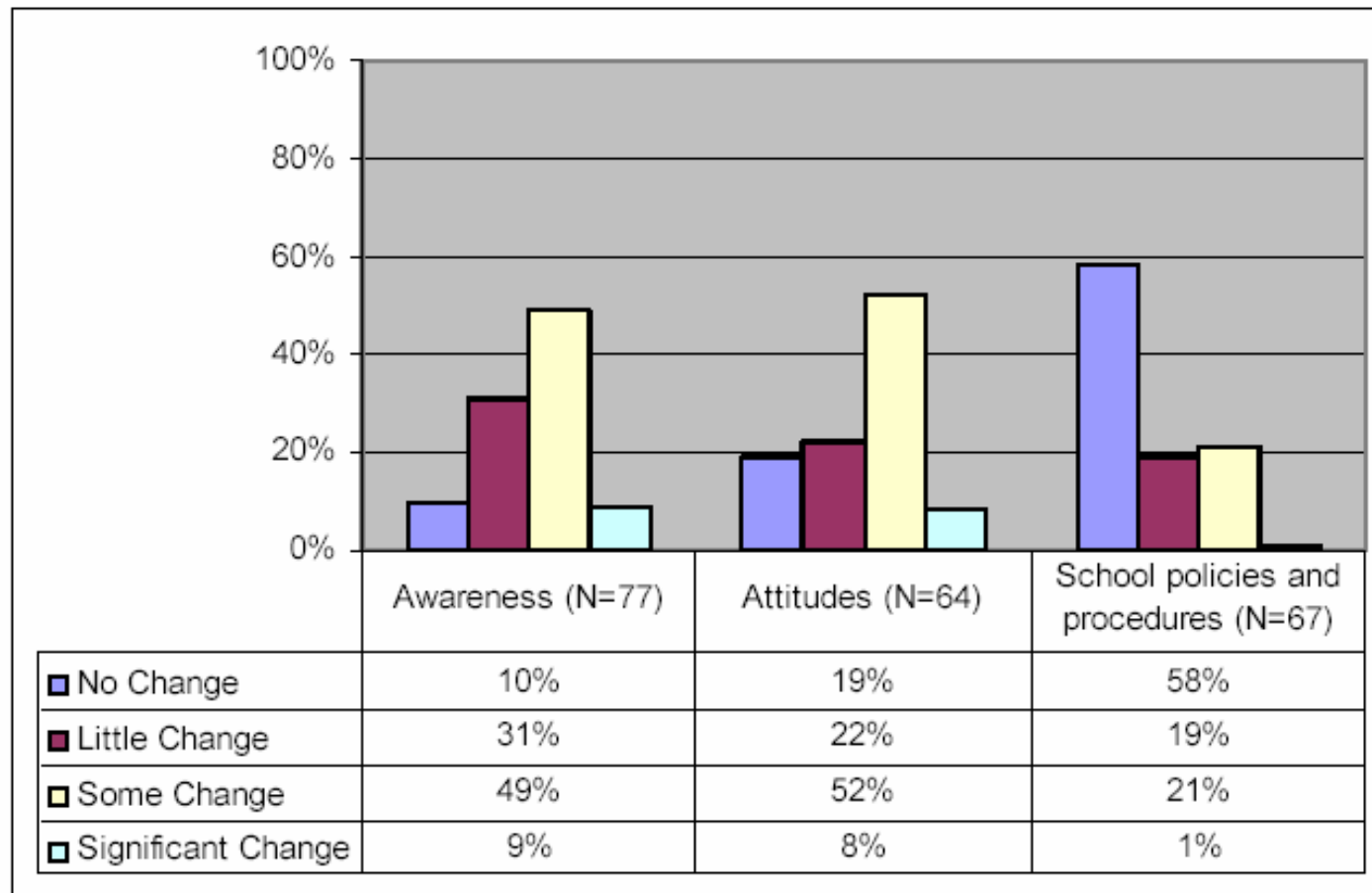
- Build awareness of children's behavioral health issues
- Build statewide training infrastructure
- Maximize training capacity
- Provide information and technical support for all staff
- Develop peer-facilitated workshop programs

SBHT: Measuring Change

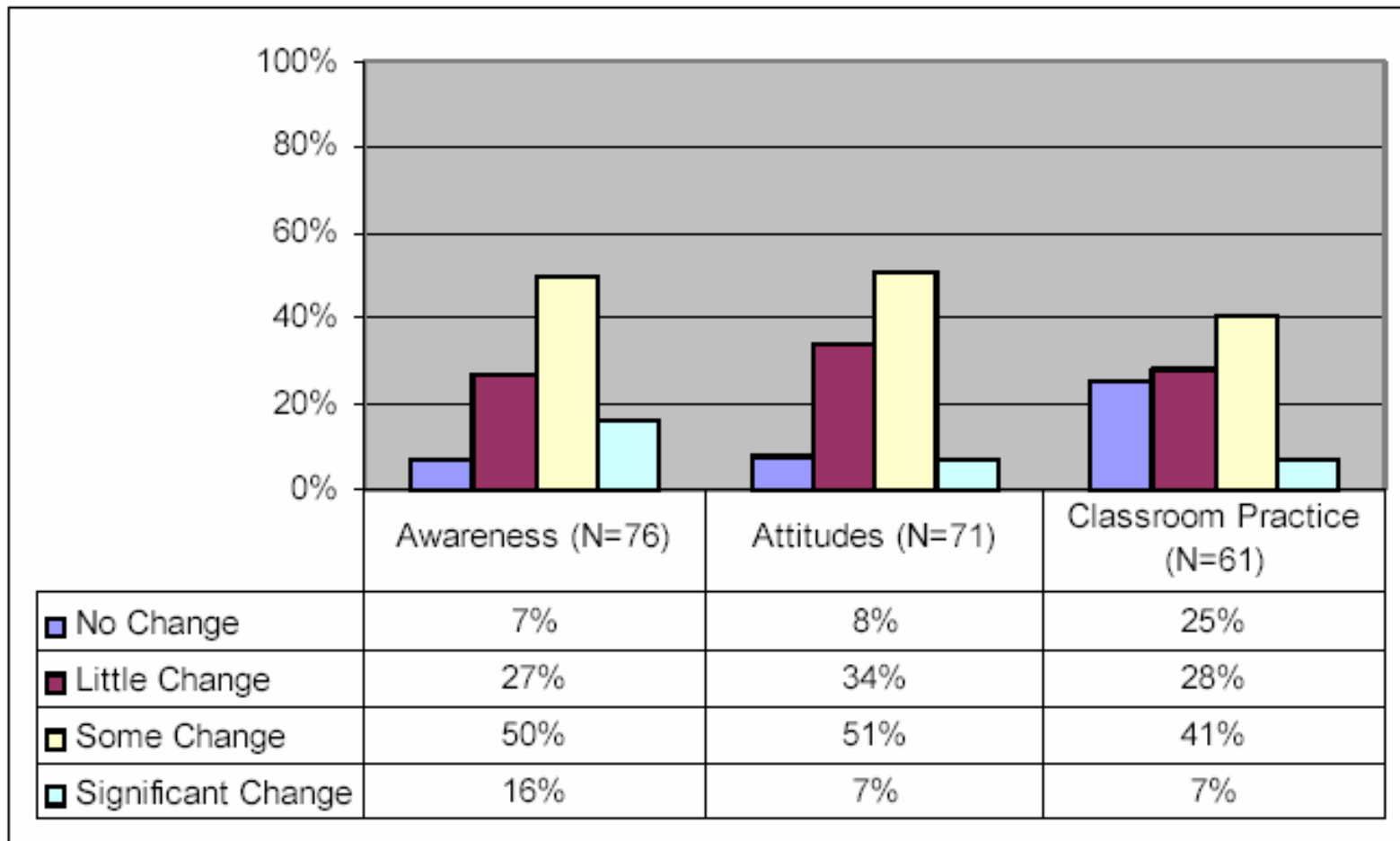
Administrators and Teachers Surveyed ...

- Since your school-level training, have you noticed a change in *awareness* among administrators/in the classroom regarding mental health issues?
- Since your school-level training, have you noticed a change in *attitudes* among administrators/in the classroom regarding mental health issues?
- Since your school-level training, have you noticed a change in *school policies and procedures* regarding mental health issues?

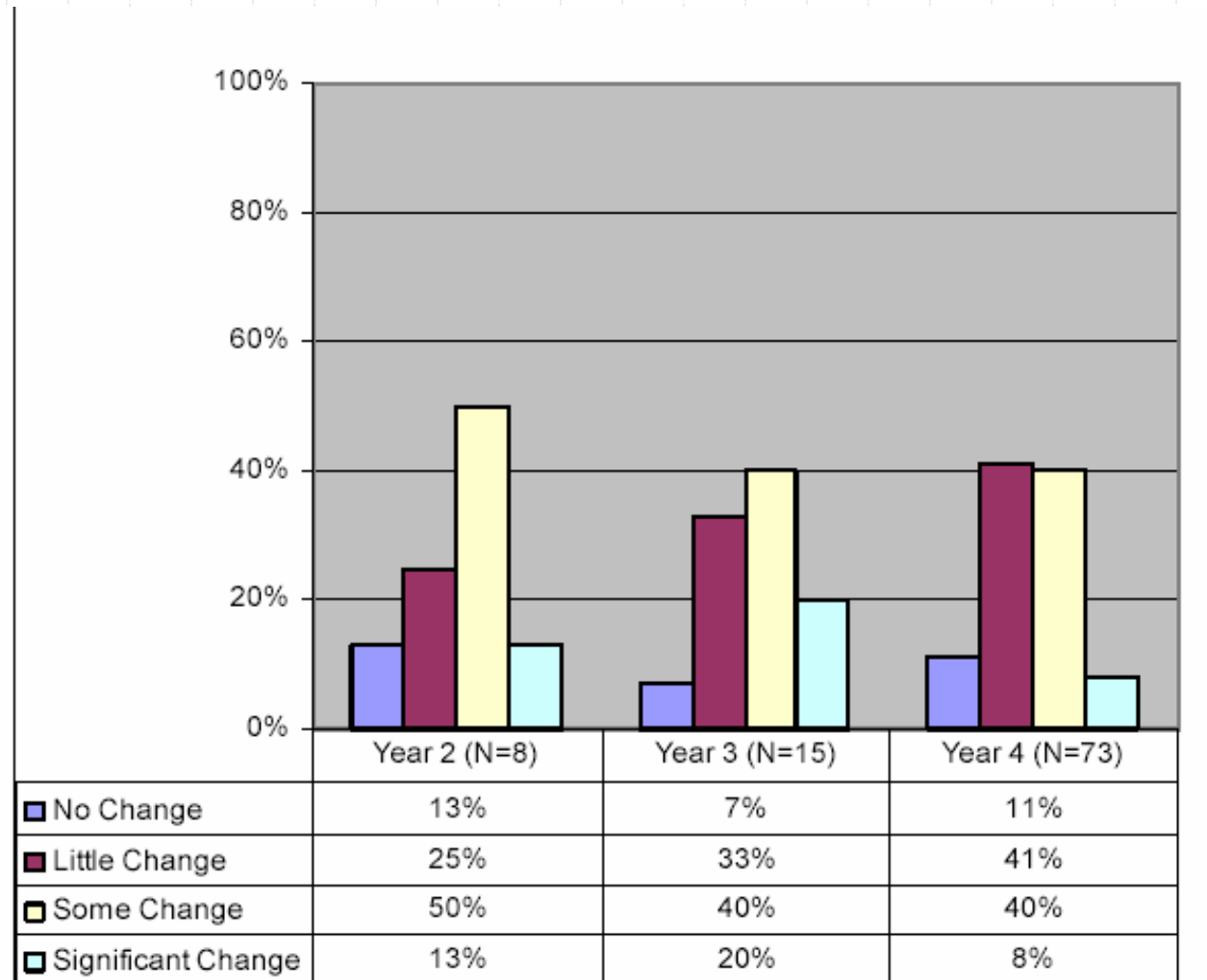
SBHT: Measuring Change with Administrators



SBHT: Measuring Change with Teachers/In Classroom



SBHT: Measuring Overall Social Climate Change



SBHT: Next Steps to Ensure Success

- **Objectives/Data Collection**
- **Long Term Impact/Sustainability/Capacity Building**
- **Administrator Involvement**
- **Content/Format**
- **Facilitators vs. Presenters**
- **Local Level Training**
- **Conditions for Success**

QUESTIONS?

At the end of the speaker presentations you will be able to ask questions. You may submit your question by pressing 01 on your telephone keypad. You will enter a queue and be allowed to ask your question in the order in which it is received. On hearing the conference operator announce your name you may proceed with your question.



The following speakers can be contacted directly for more information:

Kelly Jones, Kjones4powerfuleyouth@earthlink.net

Steve Adelsheim

505-841-5881, stevea@doh.state.nm.us,
<http://www.nmsmhi.org/>

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